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March 15, 2017

The Honorable Susan Eggman
Assembly District 13
State Capitol Room 3173
Sacramento, CA 95814

RE: AB 168 (Eggman) Banning Wage History - SUPPORT

Assemblymember Eggman:

I am writing on behalf of the Consumer Federation of California (CFC) to support your AB 168, an important bill that helps to eliminate gender wage discrimination in California by prohibiting employers from using salary history to set employee wages.

Across the country, women still make roughly 80 cents for every dollar earned by their male counterparts. If employers continue to base new starting salaries on salary histories, where women's wages currently lag behind men's wages, then gender wage discrimination is likely to persist. According to a study done by the National Partnership for Women & Families, in California alone, women who are employed full time would earn 39 billion dollars more per year if they were paid equal to their male colleagues. Currently, with more than 40 percent of California households headed by women, eliminating the wage gap would mean women in our state would make nearly \$8,000 more and could sustain their household.

The wage gap is present regardless of industry, occupation or education level and the disparity is even larger for women of color. AB 168 ensures that job applicants, who have historically been victims of lower wages, will not be plagued by unequal wages throughout their career.

Thank you for leadership on this issue.

Sincerely,

Richard Holober
Executive Director